

WHAT IS CLAIMED IS:

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1. A method of matching an employment candidate to specific employment positions from multiple employers, comprising:

- 3 a. receiving employment position data measuring
- 4 a plurality of defined personality traits for
- 5 suitable candidates for each employment
- 6 position from said employers;
- 7 b. storing said received employment position
- 8 data;
- 9 c. receiving individual candidate data,
- 10 representative of personality traits for an
- 11 individual candidate;
- 12 d. comparing said individual candidate data with
- 13 said employment position data to produce a
- 14 list of potential employment positions for
- 15 said candidate from said employment positions;
- 16 e. providing said list to said candidate.

1 2. The method of claim 1, wherein a-d are performed using
2 a computing device.

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3 3. The method of claim 1 further comprising, providing
said candidate with a candidate questionnaire in order
to determine said individual candidate data.

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1 4. The method of claim 3, further comprising providing an
employee questionnaire to successful employees, filling
each of said specific employment positions, to
4 determine said employment position data.

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- 1 5. The method of claim 4, wherein said candidate
2 questionnaire and said employee questionnaire are
3 identical.
- 1 6. The method of claim 1, wherein said received employment
2 position data comprises a plurality of numerical
3 ranges, each range indicative of a range of values of a
4 single personality trait of a suitable candidate for
5 one of said employment positions.
- 1 7. The method of claim 6, wherein said received candidate
2 data comprises a plurality of numerical values, each
3 numerical value indicative of a single personality
4 trait for said employee.
- 1 8. The method of claim 7, wherein each of said plurality
2 of ranges for each employment position, corresponds to
3 one of said plurality of numerical values for said
4 employee.
- 1 9. The method of claim 8, wherein said comparing comprises
2 determining which of said numerical values for said
3 candidate falls within a corresponding range for each
4 employment position.
- 1 10. The method of claim 9, wherein said comparing includes
2 calculating a metric comparing each trait of said
3 candidate, with a corresponding trait for each of said
4 employment positions.
- 1 11. The method of claim 10, wherein each metric is
2 calculated by calculating a difference between a value
3 for said trait of said candidate, and an average of a
4 corresponding range for an employment position.

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- 1 12. The method of claim 11, wherein said comparing further
2 comprising summing all of said metrics to arrive at a
3 score indicative of said candidate's suitability for an
4 employment position.
- 1 13. The method of claim 1, further comprising providing
2 said candidate with an authenticator, authenticating
3 that said candidate has obtained said list.
- 1 14. The method of claim 13, wherein said authenticator
2 comprises a document.
- 1 15. The method of claim 13, wherein said list includes
2 identifiers of each of said employers.
- 1 16. The method of claim 1, further comprising:
2 f. receiving employment interest data measuring
3 a plurality of defined interests for suitable
4 candidates for each employment position from
5 said employers;
6 g. storing said received employment interest
7 data;
8 h. receiving individual candidate interest data,
9 representative of interests for an individual
10 candidate;
- 11 and wherein d. further comprises comparing said individual
12 candidate interest data with said employment interest data
13 to produce said list.

17.

The method of claim 1, wherein at least one of said defined plurality attributes are chosen from the list of independence; competitiveness; assertiveness; conscientiousness; convention; organization; extroversion; group orientation; outgoing; stability; poise; relaxation; and social desirability.

18.

A computer readable medium, storing computer software that when loaded into a computing device, adapts said computing device to:

- (i) receive employment position data measuring a plurality of defined personality traits for suitable candidates for each of a plurality of employment positions from a plurality of employers;
- (ii) store said received employment position data at said computing device;
- (iii) receive individual candidate data, representative of personality traits for an individual candidate;
- (iv) compare said individual candidate data with said employment position data to produce a list of potential employment positions for said individual candidate from said employment positions;
- (v) provide said list to said individual candidate.

19. A computing device, for interconnection with a computer network, said computing device comprising:

- a. a processor;

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4 b. computer memory in communication with said
5 processor;

6 said computer memory storing processor readable
7 instructions adapting said computing device to:

1 (i) receive employment position data measuring a
2 plurality of defined personality traits for
3 suitable candidates for each of a plurality of
4 employment positions from a plurality of
5 employers

6 (ii) store said received employment position data at
7 said computing device;

8 (iii) receive individual candidate data, representative
9 of personality traits for an individual candidate;

10 (iv) compare said individual candidate data with said
11 employment position data to produce a list of
12 potential employment positions for said individual
13 candidate from said employment positions;

14 (v) provide said list to said individual candidate.

1 20. The computing device of claim 19, further comprising

2 c. a network interface, in communication said
3 processor and for interconnection with a
4 computer network to receive said employment
5 position data and said individual candidate
6 data from said computer network